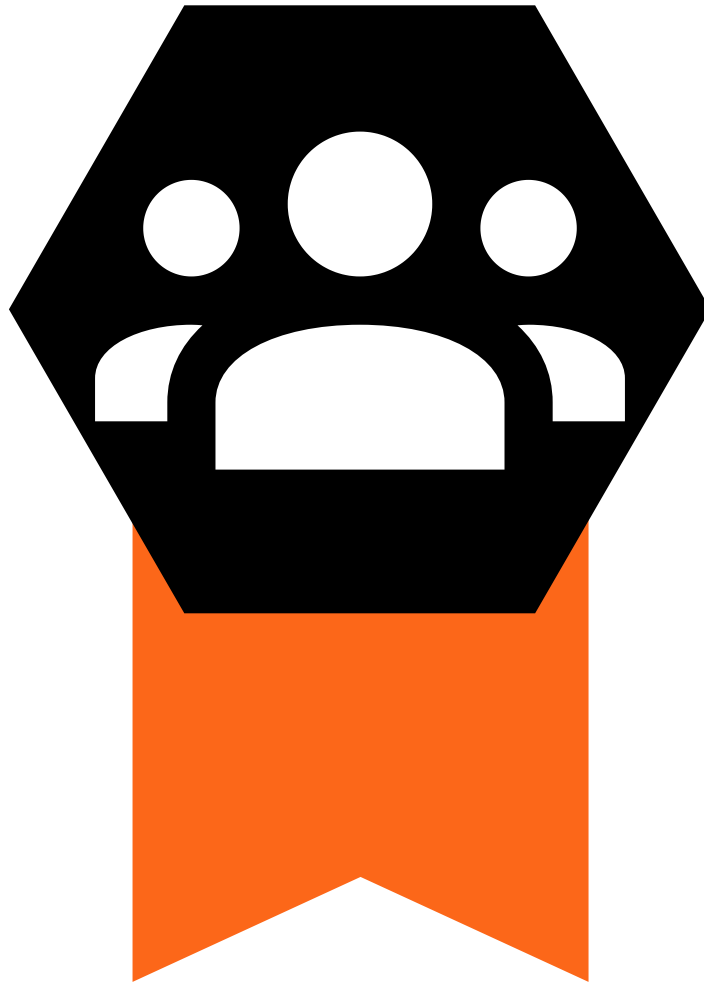




EXCEPTIONAL EXPERIENCES

*Staff*








# Aledo ISD

Staff Survey  
Spring 2021-2022



Report created by  
Panorama Education

| Topic Description                                                                                                                                                  | Results                                           | Benchmark                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Professional Learning</b></p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p> | <p><b>56%</b></p> <p>▲2<br/>since last survey</p> |  <p>60th - 79th percentile compared to others nationally</p> |
| <p><b>School Climate</b></p> <p>Perceptions of the overall social and learning climate of the school.</p>                                                          | <p><b>65%</b></p> <p>▲1<br/>since last survey</p> |  <p>40th - 59th percentile compared to others nationally</p> |
| <p><b>Staff-Leadership Relationships</b></p> <p>Perceptions of faculty and staff relationships with school leaders.</p>                                            | <p><b>79%</b></p> <p>▲7<br/>since last survey</p> |  <p>60th - 79th percentile compared to others nationally</p> |

70 responses

# Professional Learning

Your average

**56%**

70 responses

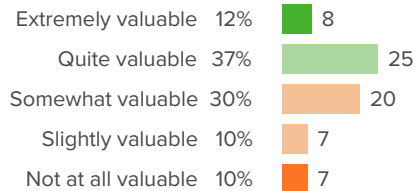
Change

**▲ 2**

since last survey

## How did people respond?

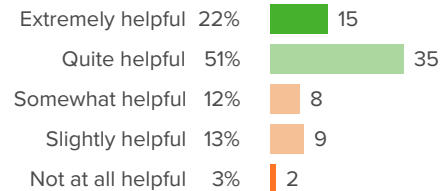
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **49%**

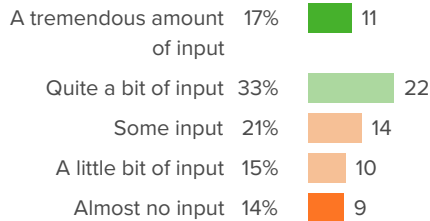
### Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: **72%**

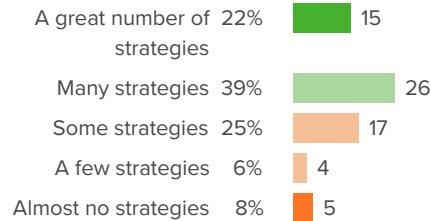
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 11 from last survey

Favorable: **50%**

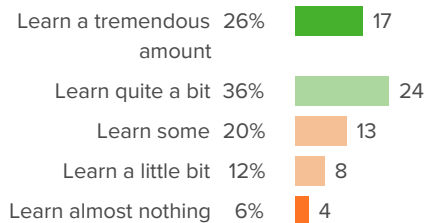
### Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 5 from last survey

Favorable: **61%**

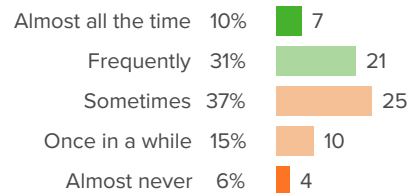
### Q.5: Overall, how much do you learn from the leaders at your school?



▲ 2 from last survey

Favorable: **62%**

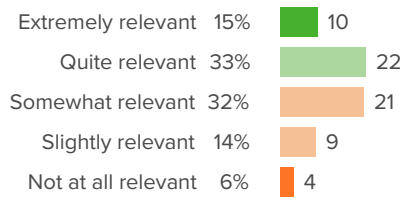
### Q.6: How often do your professional development opportunities help you explore new ideas?



▲ 6 from last survey

Favorable: **42%**

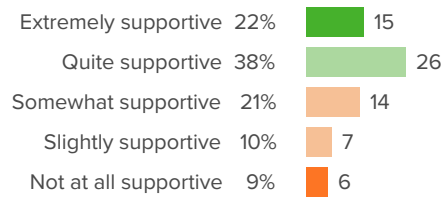
**Q.7: How relevant have your professional development opportunities been to your work?**



▲ 8 from last survey

Favorable: **48%**

**Q.8: Overall, how supportive has the school been of your professional growth?**



▼ 5 from last survey

Favorable: **60%**



# Staff

## School Climate

Your average

# 65%

70 responses

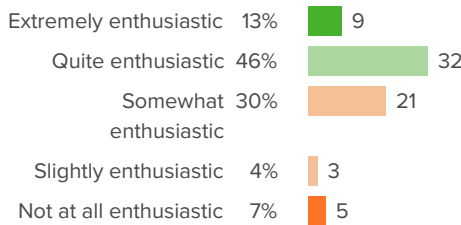
Change

# ▲ 1

since last survey

### How did people respond?

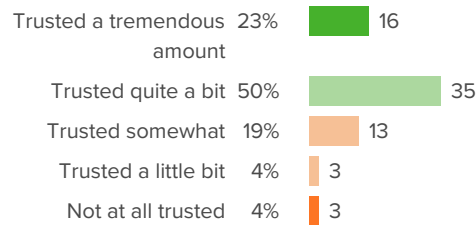
#### Q.1: On most days, how enthusiastic are the students about being at school?



▲ 6 from last survey

Favorable: **59%**

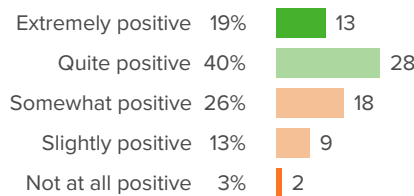
#### Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 6 from last survey

Favorable: **73%**

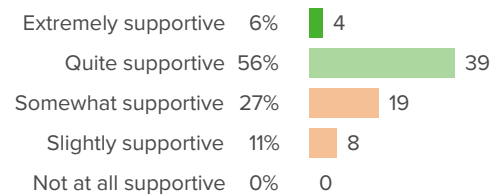
#### Q.3: How positive are the attitudes of your colleagues?



▲ 0 from last survey

Favorable: **59%**

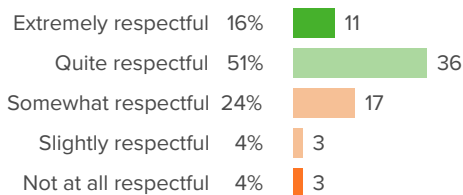
#### Q.4: How supportive are students in their interactions with each other?



▼ 4 from last survey

Favorable: **61%**

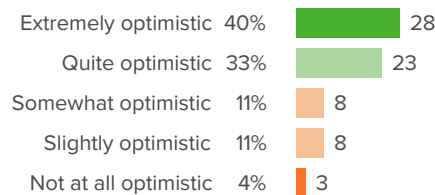
#### Q.5: How respectful are the relationships between staff and students?



▲ 1 from last survey

Favorable: **67%**

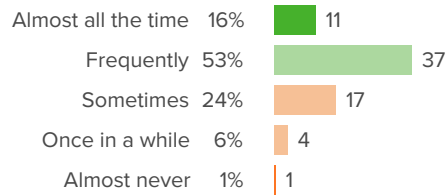
#### Q.6: How optimistic are you that your school will improve in the future?



▲ 6 from last survey

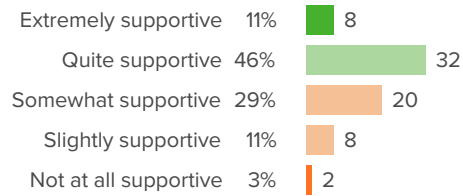
Favorable: **73%**

**Q.7: How often do you see students helping each other without being prompted?**



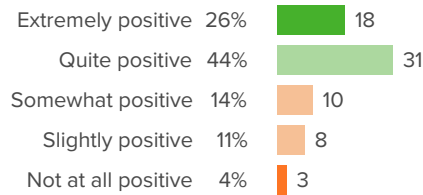
▲ **6** from last survey Favorable: **69%**

**Q.8: When new initiatives are presented at your school, how supportive are your colleagues?**



▼ **3** from last survey Favorable: **57%**

**Q.9: Overall, how positive is the working environment at your school?**



▲ **2** from last survey Favorable: **70%**

# Staff-Leadership Relationships

Your average

**79%**

70 responses

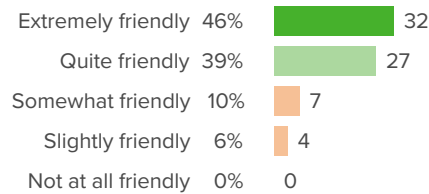
Change

**▲ 7**

since last survey

## How did people respond?

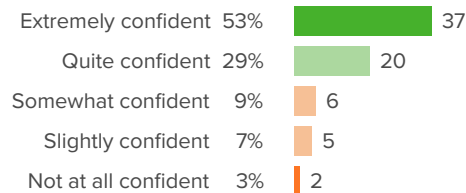
### Q.1: How friendly are your school leaders toward you?



▲ 9 from last survey

Favorable: **84%**

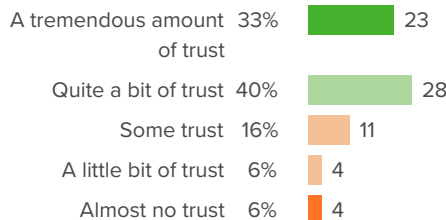
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 3 from last survey

Favorable: **81%**

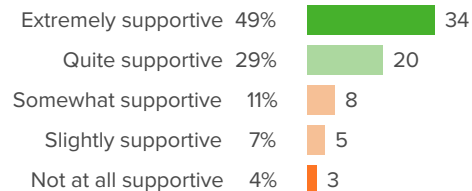
### Q.3: How much trust exists between school leaders and staff?



▲ 10 from last survey

Favorable: **73%**

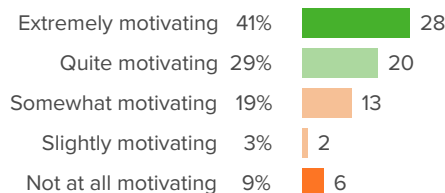
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **77%**

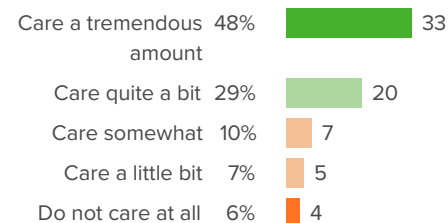
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 8 from last survey

Favorable: **70%**

### Q.6: How much do your school leaders care about you as an individual?

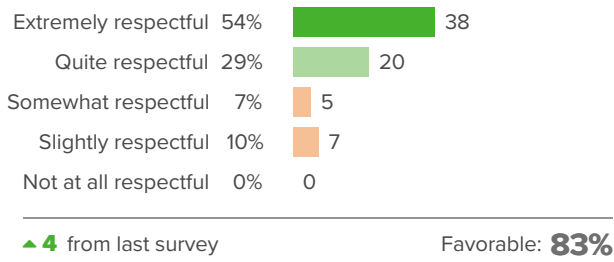


▲ 10 from last survey

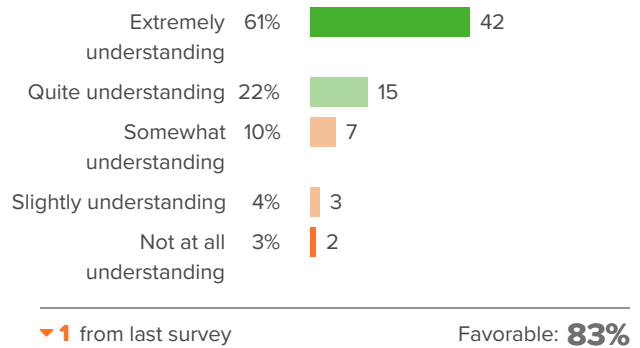
Favorable: **77%**



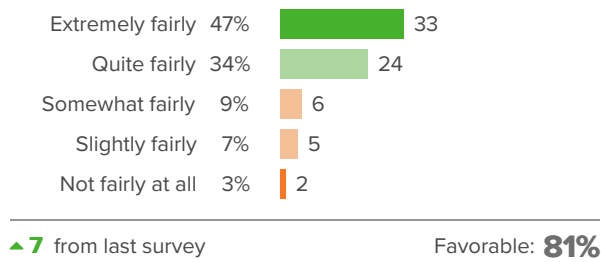
**Q.7: How respectful are your school leaders towards you?**



**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



**Q.9: How fairly does the school leadership treat the staff?**









# Aledo ISD

Teacher Survey  
Spring 2021-2022



Report created by  
Panorama Education

| Topic Description                                                                                                                                                  | Results                                            | Benchmark                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Faculty Growth Mindset</b></p> <p>Perceptions of whether teaching can improve over time.</p>                                                                 | <p><b>50%</b></p> <p>▼ 6<br/>since last survey</p> |  <p>0th - 19th percentile compared to others nationally</p>    |
| <p><b>Professional Learning</b></p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p> | <p><b>49%</b></p> <p>0<br/>since last survey</p>   |  <p>40th - 59th percentile compared to others nationally</p>   |
| <p><b>School Climate</b></p> <p>Perceptions of the overall social and learning climate of the school.</p>                                                          | <p><b>51%</b></p> <p>▼ 5<br/>since last survey</p> |  <p>20th - 39th percentile compared to others nationally</p>   |
| <p><b>Staff-Leadership Relationships</b></p> <p>Perceptions of faculty and staff relationships with school leaders.</p>                                            | <p><b>69%</b></p> <p>0<br/>since last survey</p>   |  <p>40th - 59th percentile compared to others nationally</p> |

200 responses

# Faculty Growth Mindset

Your average

**50%**

200 responses

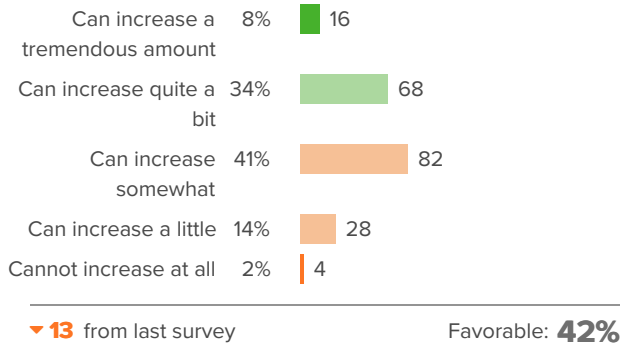
Change

▼ **6**

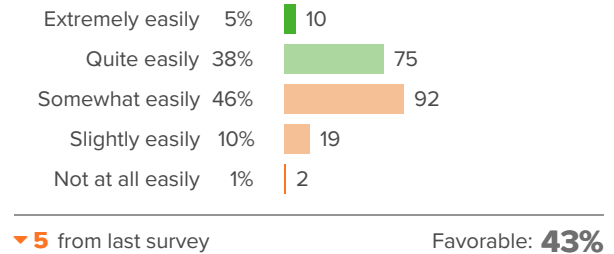
since last survey

## How did people respond?

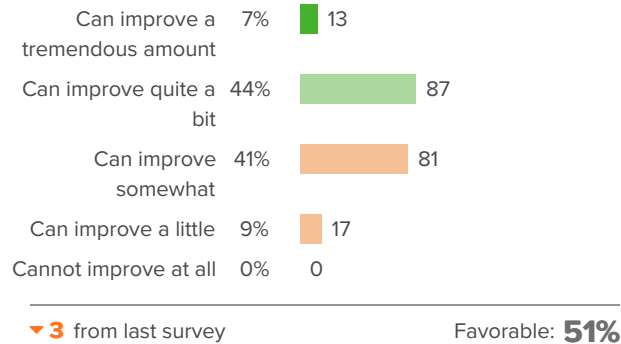
### Q.1: To what extent can teachers increase how much their most difficult students learn from them?



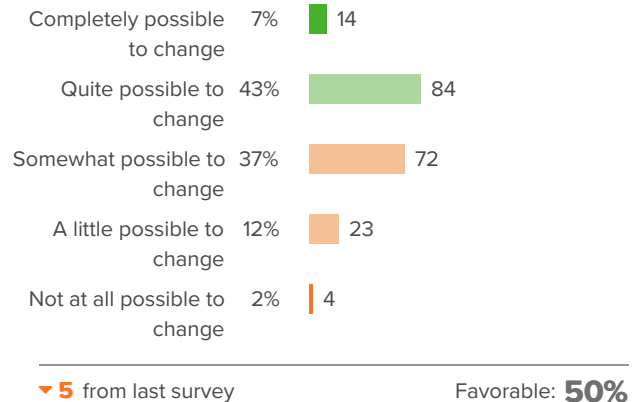
### Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



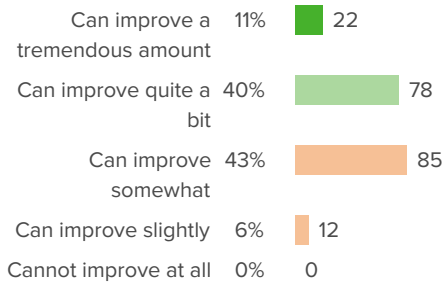
### Q.3: To what extent can teachers improve their implementation of different teaching strategies?



### Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

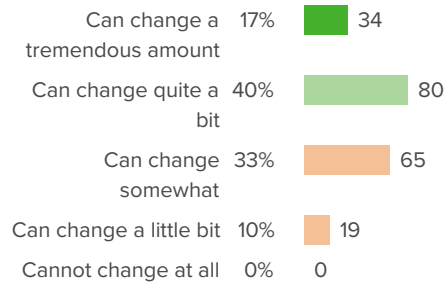


**Q.5: How much can teachers improve their classroom management approaches?**



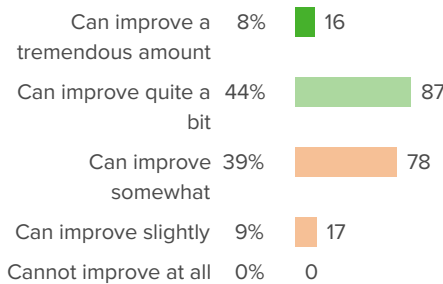
▼ 6 from last survey Favorable: **51%**

**Q.6: To what extent can teachers change their intelligence about the subjects that they teach?**



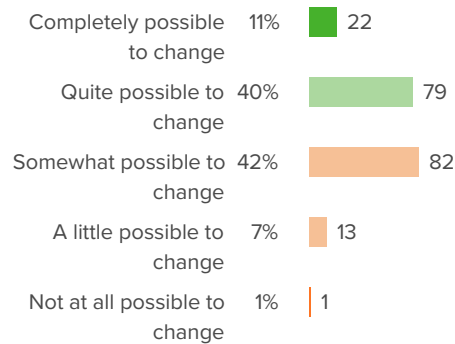
▼ 5 from last survey Favorable: **58%**

**Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?**



▼ 4 from last survey Favorable: **52%**

**Q.8: How possible is it for teachers to change how well they relate to their most difficult students?**



▼ 11 from last survey Favorable: **51%**

# Professional Learning

Your average

**49%**

200 responses

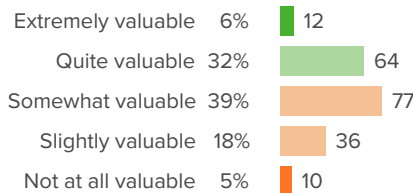
Change

**0**

since last survey

## How did people respond?

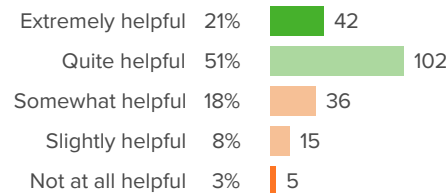
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **38%**

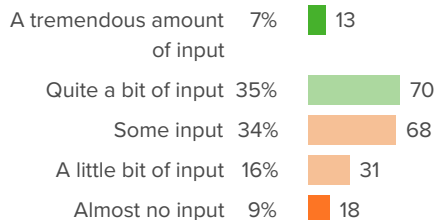
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 3 from last survey

Favorable: **72%**

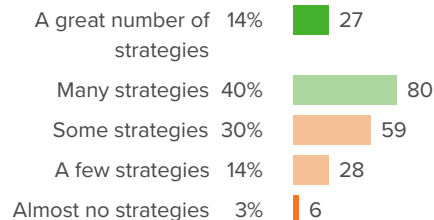
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **42%**

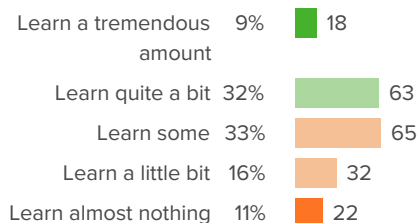
### Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **54%**

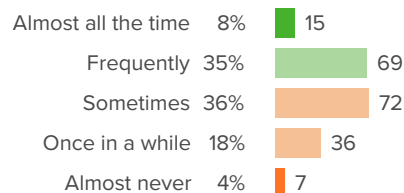
### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **41%**

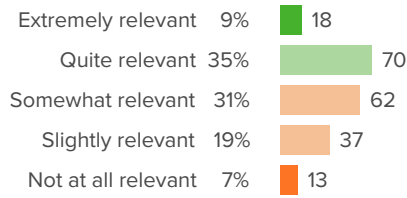
### Q.6: How often do your professional development opportunities help you explore new ideas?



▼ 3 from last survey

Favorable: **42%**

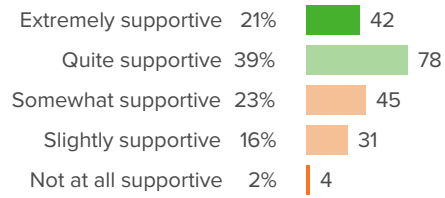
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▲ 6 from last survey

Favorable: **44%**

**Q.8: Overall, how supportive has the school been of your growth as a teacher?**



▼ 4 from last survey

Favorable: **60%**

Your average

**51%**

200 responses

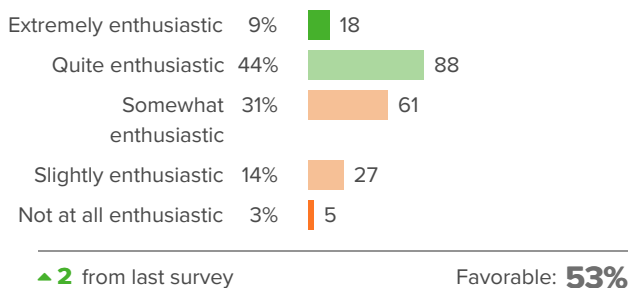
Change

▼ **5**

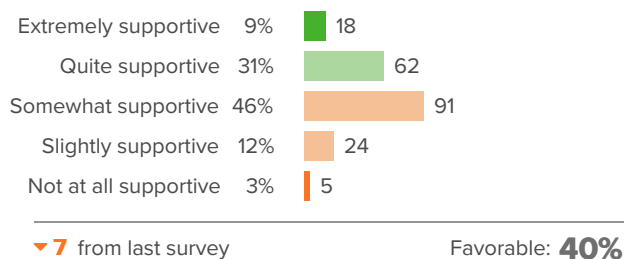
since last survey

**How did people respond?**

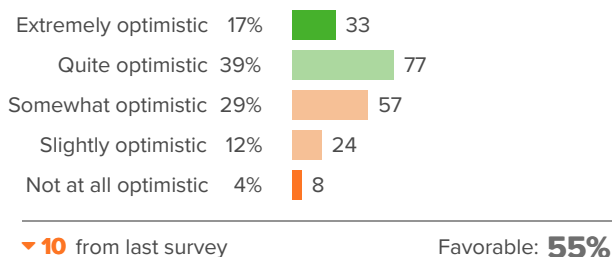
**Q.1: On most days, how enthusiastic are the students about being at school?**



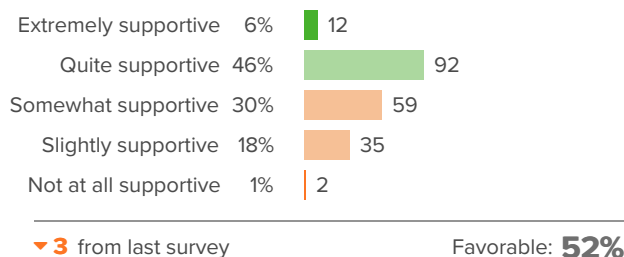
**Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?**



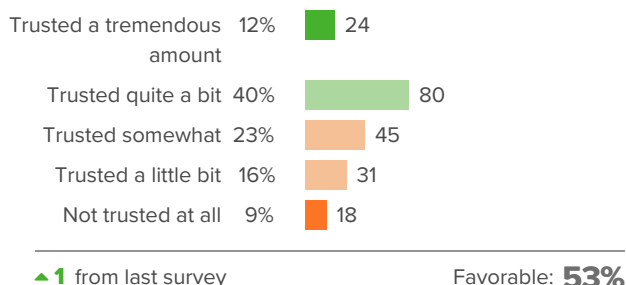
**Q.3: How optimistic are you that your school will improve in the future?**



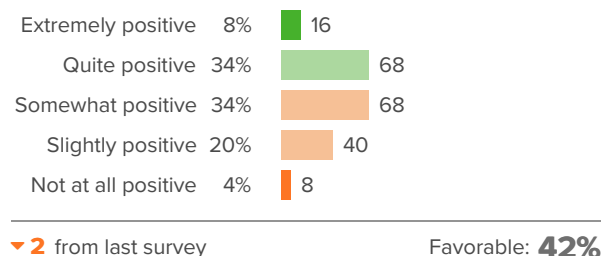
**Q.4: How supportive are students in their interactions with each other?**



**Q.5: To what extent are teachers trusted to teach in the way they think is best?**

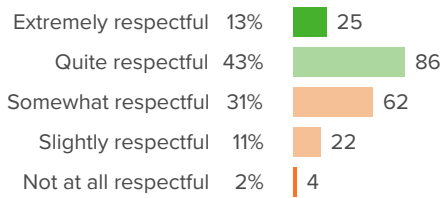


**Q.6: How positive are the attitudes of your colleagues?**



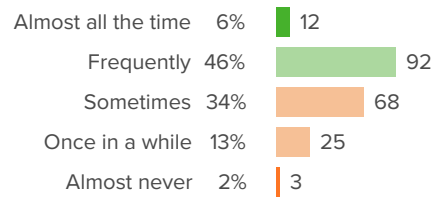


**Q.7: How respectful are the relationships between teachers and students?**



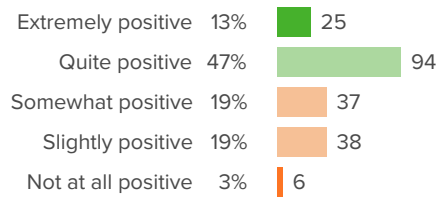
▼ **16** from last survey Favorable: **56%**

**Q.8: How often do you see students helping each other without being prompted?**



▼ **11** from last survey Favorable: **52%**

**Q.9: Overall, how positive is the working environment at your school?**



▲ **3** from last survey Favorable: **60%**

# Staff-Leadership Relationships

Your average

**69%**

200 responses

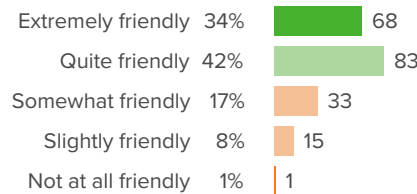
Change

**0**

since last survey

## How did people respond?

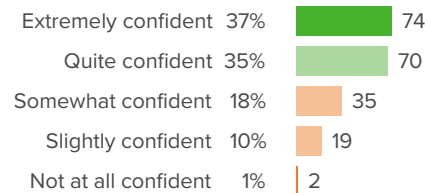
### Q.1: How friendly are your school leaders toward you?



▲ 2 from last survey

Favorable: **76%**

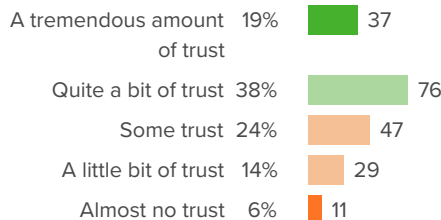
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 1 from last survey

Favorable: **72%**

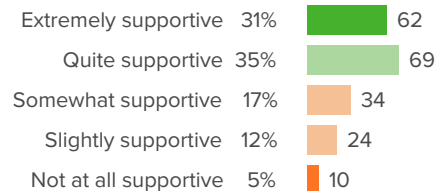
### Q.3: How much trust exists between school leaders and faculty?



▲ 0 from last survey

Favorable: **57%**

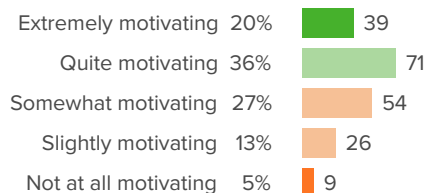
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 1 from last survey

Favorable: **66%**

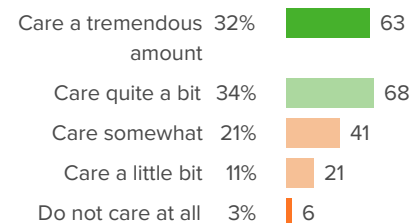
### Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **55%**

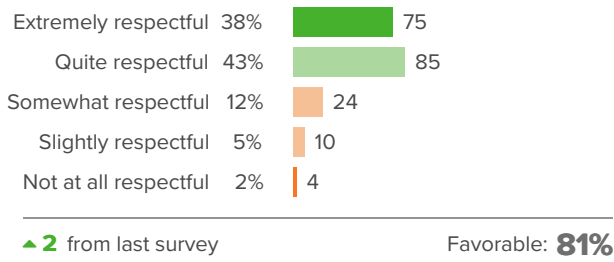
### Q.6: How much do your school leaders care about you as an individual?



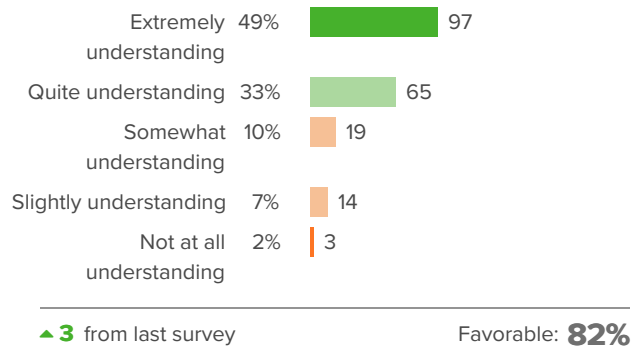
▲ 0 from last survey

Favorable: **66%**

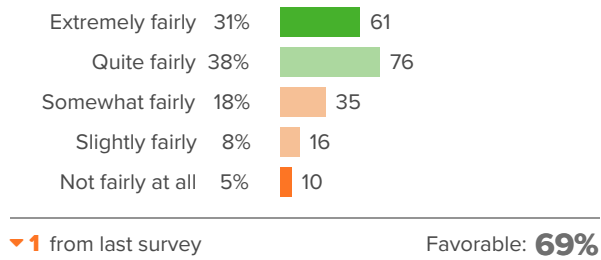
**Q.7: How respectful are your school leaders towards you?**



**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



**Q.9: How fairly does the school leadership treat the faculty?**





EXCEPTIONAL EXPERIENCES

## Staff

Aledo ISD recognizes our wonderful staff in a variety of ways, we have teacher and staff member of the month programs on our campuses, there are also programs where students nominate staff, this year we had over 100 campus staff recognized. Our Circle of Greatness (COG) program was started in the 2019-2020 school year, this year alone this program recognized over 400 staff members with top overall COG category awards given out at our convocation. Our Marva Collins award is an annual event and recognizes top staff members in each category. Our talented team members have been recognized for excellence at various state and national associations through awards, recognitions and as expert presenters.

## 2021-2021 District Employee Recognition Programs – 593 Recipients

Anniversary  
Recognitions  
58

58 of our staff members celebrated their 5 through 20 year work anniversaries

National/State  
Association  
Award  
Recognitions  
5

5 of our staff members were celebrated as the best among their region/state peers

Expert  
Presenters in  
their Field  
8

This year we celebrated 8 of our staff members who presented at state or industry associations or conventions

Individual  
Campus or  
Department  
Awards  
108

108 staff members were recognized throughout the year across the District

Marva Collins  
Winners  
13

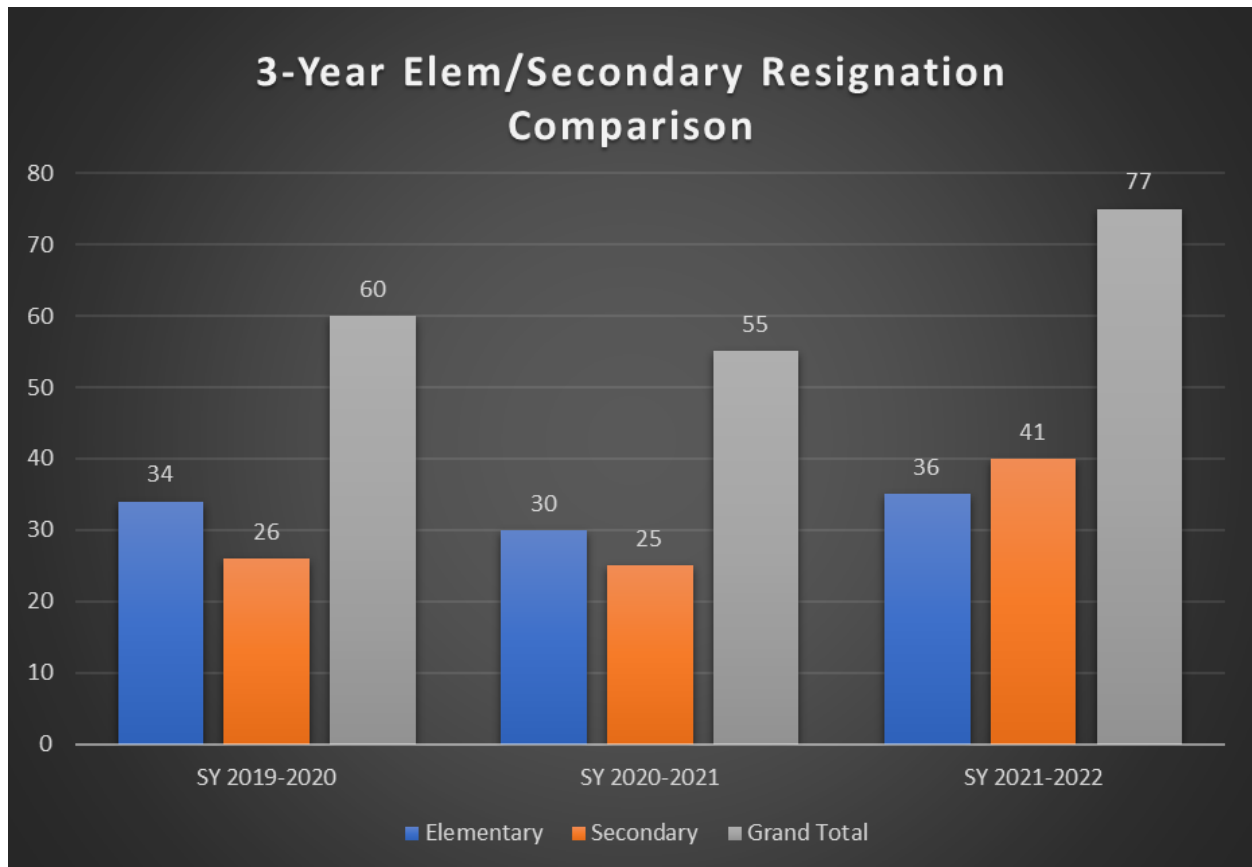
There were 13 of our staff members who were honored in the spring for their outstanding achievements

Circle of  
Greatness  
Winners  
401

There were 401 of our staff members who were recognized by their peers, students or community members for their show of greatness

## Multi-Year Teacher Resignation Elementary, Secondary and Totals

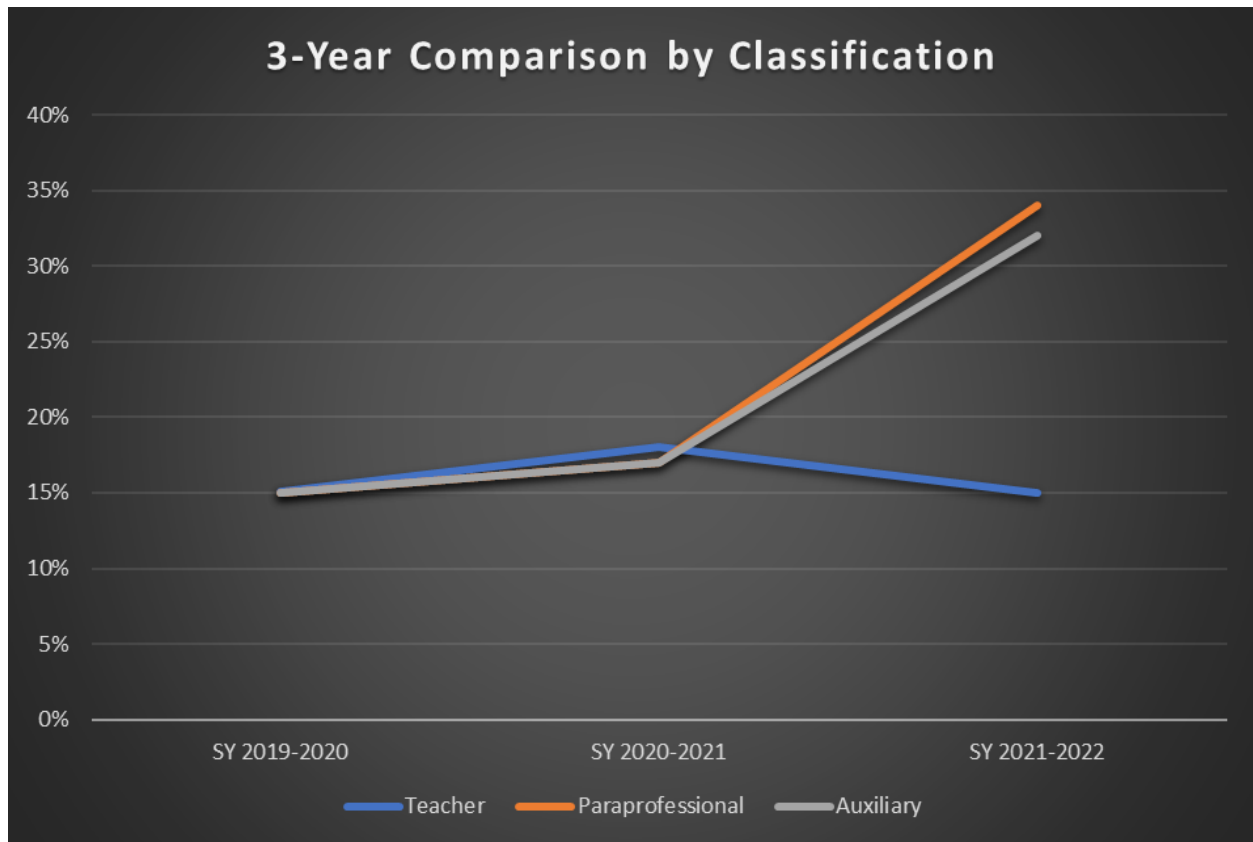
|                     | Elementary Teachers | Secondary Teachers | Grand Total |
|---------------------|---------------------|--------------------|-------------|
| <b>SY 2019-2020</b> | 34                  | 26                 | 60          |
| <b>SY 2020-2021</b> | 30                  | 25                 | 55          |
| <b>SY 2021-2022</b> | 36                  | 41                 | 77          |





## Mult-Year Turnover Comparison By Group Teacher, Paraprofessional and Auxiliary

|                          | SY 2019-2020 | SY 2020-2021 | SY 2021-2022 |
|--------------------------|--------------|--------------|--------------|
| <b>Teacher/Librarian</b> | 15%          | 18%          | 15%          |
| <b>Paraprofessional</b>  | 15%          | 17%          | 34%          |
| <b>Auxiliary</b>         | 15%          | 17%          | 32%          |



### **Aledo ISD Professional Learning Opportunities**

Aledo ISD is committed to ensuring that all educators have ongoing opportunities for professional learning and growth. Aledo ISD offers a variety of professional learning opportunities for staff to obtain their Continuing Professional Education (CPE) credit hours that are required for all Texas educators.

Aledo ISD designs relevant professional learning sessions throughout the school year to ensure that educators are equipped with current, research-based best instructional practices.

AISD Professional Learning Opportunities Offered During the 2021-22 School Year Include:

- **New Teacher Academy:** All new to Aledo ISD teachers are required to attend a three day new teacher academy that takes place prior to the start of the school year. During the New Teacher Academy, new educators have the opportunity to meet, collaborate and network with other AISD staff members while learning about AISD's instructional priorities and resources.
- **All Staff Professional Learning Days:** Professional learning opportunities are embedded throughout the school year in the district calendar. During the 2021-22 school year, 7 days were designated as professional learning days for staff.
- **Just In-Time Training Sessions:** Throughout the school year, Just In-Time Training opportunities are provided to staff based on current instructional needs. The district Just In-Time Trainings are short, timely, optional training sessions that are offered virtually, before or after school and are designed to provide in the moment professional learning to support teacher's current needs.
- **Empower 2022 Summer Professional Learning Academy:** Each school year, Aledo ISD offers professional learning opportunities during the summer for teachers so that teachers can continue growing in their practice year round. During the 2021-22 school year, Aledo ISD offered a two day professional learning academy that was open to Aledo ISD educators and educators from surrounding districts. 117 professional learning sessions were offered and teachers were able to choose the sessions that were most meaningful and relevant for them.

### **2021-2022 PL Hours for Community Report Card**

| <b>Professional Learning</b>        | <b>Professional Learning Hours Offered</b> |
|-------------------------------------|--------------------------------------------|
| New Teacher Academy                 | <b>18</b>                                  |
| All Staff Professional Learning     | <b>42</b>                                  |
| Just in Time Training Sessions      | <b>23</b>                                  |
| Empower 2022                        | <b>184.5</b>                               |
| <b>21-22 Total PL Hours Offered</b> | <b>267.50</b>                              |



# Aledo ISD Pay System Review

Zachary Hobbs, TASB HR Services

April 19, 2022



*This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations*





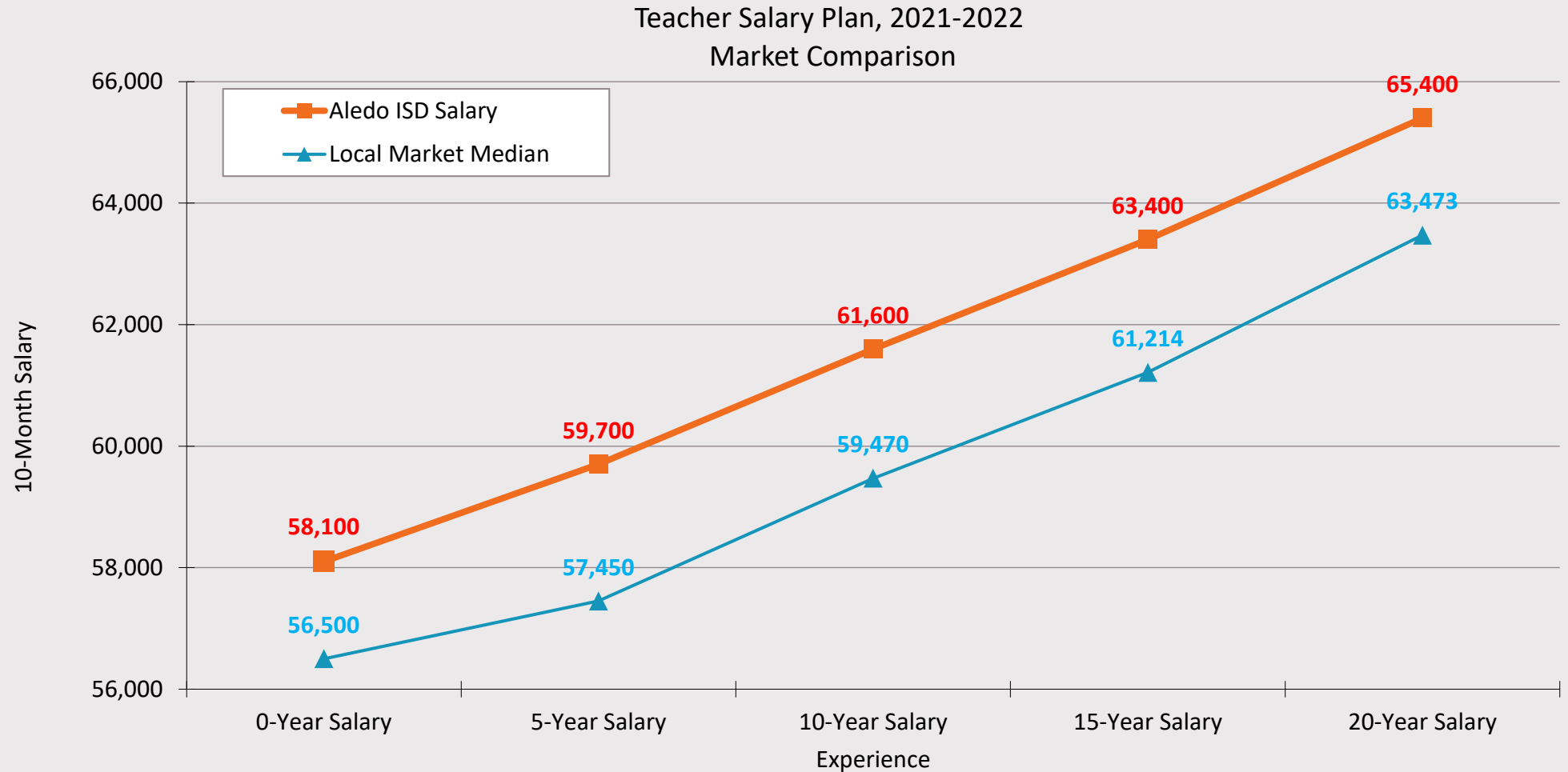
# Market Districts

| District                   | Enrollment   | Teachers | Exempt and Nonexempt |
|----------------------------|--------------|----------|----------------------|
| <b>Aledo ISD</b>           | <b>6,679</b> |          |                      |
| Azle ISD                   | 6,855        | X        | X                    |
| Burleson ISD               | 12,425       | X        |                      |
| Carroll ISD                | 8,371        | X        | X                    |
| Castleberry ISD            | 3,616        | X        | X                    |
| Cleburne ISD               | 7,086        | X        | X                    |
| Eagle Mountain-Saginaw ISD | 21,155       | X        | X*                   |
| Fort Worth ISD             | 72,257       | X        | X*                   |
| Granbury ISD               | 7,447        | X        | X                    |
| Joshua ISD                 | 5,472        | X        | X                    |
| Keller ISD                 | 34,279       | X        | X*                   |
| Northwest ISD              | 27,448       | X        | X*                   |
| Weatherford ISD            | 8,047        | X        | X                    |
| White Settlement ISD       | 7,024        | X        | X                    |

\* Directors and above may be excluded from comparison due to size of district.



# Teachers – Market Graph





# Teachers – Market Salaries

|                                 | 0 - Years | 5 - Years | 10 - Years | 15 - Years | 20 - Years | Average Salary |
|---------------------------------|-----------|-----------|------------|------------|------------|----------------|
| <b>Aledo ISD Salary</b>         | \$58,100  | \$59,700  | \$61,600   | \$63,400   | \$65,400   | \$62,000       |
| <b>Local Market Median</b>      | \$56,500  | \$57,450  | \$59,470   | \$61,214   | \$63,473   | \$60,373       |
| <b>% Difference from Market</b> | 103%      | 104%      | 104%       | 104%       | 103%       | 103%           |
| <b>Difference from Market</b>   | \$1,600   | \$2,250   | \$2,130    | \$2,186    | \$1,927    | \$1,627        |



# Other Pay Groups – Market Salaries

| Pay Group                          | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|------------------------------------|------------------------|------------------------------|-----------------------------|----------------------|
| Central Administration (local)     | 95%                    | 95%                          | --                          | 16                   |
| Central Administration (statewide) | 104%                   | 104%                         | --                          | 16                   |
| Campus Administration              | 100%                   | 103%                         | --                          | 7                    |
| Professional                       | 102%                   | 103%                         | --                          | 19                   |
| Clerical/Paraprofessional          | 103%                   | 103%                         | 103%                        | 22                   |
| Auxiliary                          | 104%                   | 102%                         | 104%                        | 15                   |



# Specific Jobs - Market Salaries

| <b>Job Title</b>                             | <b>Employee Pay to Market</b> | <b>Pay Grade Midpoint to Market</b> | <b>Pay Grade Minimum to Market</b> |
|----------------------------------------------|-------------------------------|-------------------------------------|------------------------------------|
| <b>Teacher Aide</b>                          | 101%                          | 106%                                | 105%                               |
| <b>Special Education Aide</b>                | 113%                          | 120%                                | 111%                               |
| <b>Special Education Aide, Special Needs</b> | 113%                          | 121%                                | 119%                               |
| <b>Child Nutrition Specialist</b>            | 109%                          | 120%                                | 114%                               |
| <b>Bus Driver</b>                            | 110%                          | 111%                                | 117%                               |



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(972) 291-7514

## Comparison of Teacher Salaries in the Dallas/Fort Worth Metroplex School Year 2021 - 2022 | BA / BS Degree

| YEAR | 0             | YEAR  | 5  | YEAR          | 10    | YEAR | 15            | YEAR  | 20 | YEAR          | 25    | YEAR | 30            |       |    |               |       |    |               |       |
|------|---------------|-------|----|---------------|-------|------|---------------|-------|----|---------------|-------|------|---------------|-------|----|---------------|-------|----|---------------|-------|
| 1    | Everman       | 60008 | 1  | Everman       | 61880 | 1    | Irving        | 64678 | 1  | Arlington     | 65900 | 1    | Arlington     | 68400 | 1  | Arlington     | 70400 | 1  | HEB           | 74528 |
| 2    | HEB           | 58500 | 2  | Dallas        | 61200 | 2    | Everman       | 64064 | 2  | Everman       | 65832 | 2    | Everman       | 68120 | 2  | Irving        | 70298 | 2  | Ft Worth      | 74485 |
| 3    | Arlington     | 58400 | 3  | HEB           | 61058 | 3    | Arlington     | 63400 | 3  | Irving        | 65698 | 3    | Ft Worth      | 67664 | 3  | HEB           | 70224 | 3  | Irving        | 74348 |
| 4    | Mansfield     | 58300 | 4  | Ft Worth      | 60927 | 4    | Dallas        | 63400 | 4  | Ft Worth      | 65477 | 4    | Irving        | 67348 | 4  | Everman       | 70200 | 4  | Everman       | 73632 |
| 5    | Aledo         | 58100 | 5  | Arlington     | 60900 | 5    | HEB           | 63033 | 5  | Grand Prairie | 64902 | 5    | HEB           | 67336 | 5  | Ft Worth      | 69825 | 5  | Arlington     | 73400 |
| 6    | Ft Worth      | 58000 | 6  | Irving        | 60448 | 6    | Ft Worth      | 62980 | 6  | Frisco        | 64650 | 6    | Grand Prairie | 66906 | 6  | Frisco        | 68850 | 6  | Mansfield     | 72296 |
| 7    | Joshua        | 57959 | 7  | Castleberry   | 60075 | 7    | Grand Prairie | 62635 | 7  | HEB           | 64581 | 7    | Frisco        | 66850 | 7  | Alvarado      | 68836 | 7  | Keller        | 71995 |
| 8    | Castleberry   | 57900 | 8  | Mansfield     | 59735 | 8    | Castleberry   | 62169 | 8  | McKinney      | 64200 | 8    | McKinney      | 66700 | 8  | Grand Prairie | 68722 | 8  | Alvarado      | 71807 |
| 9    | McKinney      | 57800 | 9  | Aledo         | 59700 | 9    | Frisco        | 62000 | 9  | Keller        | 63991 | 9    | Keller        | 66030 | 9  | Kennedale     | 68059 | 9  | Azle          | 71717 |
| 10   | Lake Worth    | 57500 | 10 | Crowley       | 59590 | 10   | Kennedale     | 61733 | 10 | Kennedale     | 63730 | 10   | Kennedale     | 65781 | 10 | Keller        | 67736 | 10 | Kennedale     | 71531 |
| 11   | Grand Prairie | 57250 | 11 | McKinney      | 59300 | 11   | McKinney      | 61700 | 11 | Lewisville    | 63634 | 11   | Aledo         | 65400 | 11 | Mansfield     | 67391 | 11 | Crowley       | 71348 |
| 12   | EMS           | 57120 | 12 | Frisco        | 59250 | 12   | Aledo         | 61600 | 12 | Aledo         | 63400 | 12   | Castleberry   | 65169 | 12 | Crowley       | 67281 | 12 | EMS           | 71305 |
| 13   | Crowley       | 57090 | 13 | Grand Prairie | 59109 | 13   | Keller        | 61596 | 13 | Castleberry   | 63169 | 13   | Lewisville    | 64994 | 13 | EMS           | 67194 | 13 | Grand Prairie | 71222 |
| 14   | CFB           | 57050 | 14 | Lake Worth    | 59000 | 14   | Lewisville    | 61484 | 14 | Lake Worth    | 63150 | 14   | Lake Worth    | 64750 | 14 | Castleberry   | 67119 | 14 | Castleberry   | 71143 |
| 15   | Birdville     | 57000 | 15 | Lewisville    | 58948 | 15   | Mansfield     | 61456 | 15 | Mansfield     | 63061 | 15   | Mansfield     | 64491 | 15 | Aledo         | 66900 | 15 | Joshua        | 71043 |
| 16   | Lewisville    | 56925 | 16 | Keller        | 58915 | 16   | Allen         | 61206 | 16 | Denton        | 62810 | 16   | EMS           | 64380 | 16 | McKinney      | 66700 | 16 | Lewisville    | 70333 |
| 17   | Burleson      | 56800 | 17 | Joshua        | 58759 | 17   | Lake Worth    | 61150 | 17 | Allen         | 62766 | 17   | Crowley       | 64355 | 17 | Lewisville    | 66557 | 17 | Northwest     | 70100 |
| 17   | Keller        | 56800 | 18 | Allen         | 58652 | 18   | Crowley       | 61066 | 18 | EMS           | 62500 | 18   | Allen         | 64354 | 18 | Birdville     | 66511 | 18 | Birdville     | 69813 |
| 19   | Irving        | 56727 | 19 | EMS           | 58400 | 19   | Denton        | 60810 | 19 | Crowley       | 62221 | 19   | Denton        | 64310 | 19 | Lake Worth    | 66370 | 19 | Aledo         | 69625 |
| 20   | Little Elm    | 56525 | 20 | Garland       | 58121 | 20   | Joshua        | 60485 | 20 | Joshua        | 62085 | 20   | Alvarado      | 64168 | 20 | Northwest     | 66350 | 20 | Burleson      | 69584 |
| 21   | Coppell       | 56500 | 21 | Birdville     | 58106 | 21   | EMS           | 60400 | 21 | Birdville     | 61911 | 21   | Birdville     | 64011 | 21 | Allen         | 66287 | 21 | Cleburne      | 69421 |
| 21   | Dallas        | 56500 | 22 | Denton        | 58050 | 22   | Grapevine     | 60146 | 22 | Garland       | 61734 | 22   | Little Elm    | 63971 | 22 | Burleson      | 66128 | 22 | Grapevine     | 69280 |
| 21   | Frisco        | 56500 | 23 | CFB           | 57985 | 23   | Garland       | 60058 | 23 | CFB           | 61725 | 23   | Burleson      | 63752 | 23 | Little Elm    | 65928 | 23 | Carroll       | 69193 |
| 21   | Northwest     | 56500 | 24 | Carroll       | 57805 | 24   | Birdville     | 60031 | 24 | Grapevine     | 61676 | 24   | Grapevine     | 63646 | 24 | Denton        | 65810 | 24 | Allen         | 68988 |
| 25   | Denton        | 56400 | 25 | Little Elm    | 57668 | 25   | CFB           | 59855 | 25 | Carroll       | 61595 | 25   | Carroll       | 63606 | 25 | Carroll       | 65632 | 25 | Frisco        | 68850 |
| 26   | Garland       | 56325 | 26 | Kennedale     | 57500 | 26   | Burleson      | 59540 | 26 | Little Elm    | 61448 | 26   | CFB           | 63595 | 26 | CFB           | 65465 | 26 | Weatherford   | 67599 |
| 27   | Carroll       | 56100 | 27 | Northwest     | 57450 | 27   | Carroll       | 59470 | 27 | Burleson      | 61214 | 27   | Joshua        | 63473 | 27 | White Sett    | 65250 | 27 | Granbury      | 67477 |
| 28   | Allen         | 56000 | 28 | Burleson      | 57298 | 28   | Little Elm    | 59233 | 28 | Northwest     | 60700 | 28   | Garland       | 63428 | 28 | Grapevine     | 65146 | 28 | CFB           | 67335 |
| 28   | Kennedale     | 56000 | 29 | Grapevine     | 57250 | 29   | Weatherford   | 59009 | 29 | Weatherford   | 60409 | 29   | Northwest     | 62700 | 29 | Cleburne      | 65097 | 29 | Midlothian    | 67100 |
| 28   | Plano         | 56000 | 30 | Cleburne      | 56936 | 30   | Northwest     | 58950 | 30 | Cleburne      | 60236 | 30   | Cleburne      | 62497 | 30 | Joshua        | 64976 | 30 | Glen Rose     | 67021 |
| 31   | Grapevine     | 55600 | 31 | Richardson    | 56375 | 31   | Cleburne      | 58436 | 31 | Midlothian    | 60000 | 31   | White Sett    | 62450 | 31 | Garland       | 64929 | 31 | White Sett    | 66800 |
| 32   | Cleburne      | 55000 | 32 | Azle          | 56228 | 32   | Azle          | 58137 | 32 | Azle          | 59410 | 32   | Weatherford   | 62249 | 32 | Azle          | 64715 | 32 | McKinney      | 66700 |
| 32   | Richardson    | 55000 | 33 | Midlothian    | 56000 | 33   | Midlothian    | 58000 | 33 | Richardson    | 59125 | 33   | Azle          | 62169 | 33 | Weatherford   | 64569 | 33 | Lake Worth    | 66370 |
| 34   | White Sett    | 54600 | 34 | White Sett    | 55900 | 34   | Richardson    | 57750 | 34 | Alvarado      | 58970 | 34   | Midlothian    | 62000 | 34 | Midlothian    | 64410 | 34 | Little Elm    | 65928 |
| 35   | Azle          | 54100 | 35 | Weatherford   | 55178 | 35   | White Sett    | 57150 | 35 | White Sett    | 58700 | 35   | Richardson    | 60500 | 35 | Glen Rose     | 63863 | 35 | Denton        | 65810 |
| 36   | Midlothian    | 53900 | 36 | Glen Rose     | 54150 | 36   | Granbury      | 56861 | 36 | Granbury      | 58186 | 36   | Glen Rose     | 60476 | 36 | Granbury      | 63119 | 36 | DeSoto        | 65218 |
| 37   | Duncanville   | 53000 | 37 | Duncanville   | 54000 | 37   | Glen Rose     | 55900 | 37 | Glen Rose     | 57765 | 37   | Granbury      | 59460 | 37 | Venus         | 62061 | 37 | Garland       | 64929 |
| 38   | Weatherford   | 52900 | 38 | DeSoto        | 53550 | 38   | Duncanville   | 55500 | 38 | Duncanville   | 57100 | 38   | Duncanville   | 59200 | 38 | Duncanville   | 61800 | 38 | Duncanville   | 64800 |
| 39   | Alvarado      | 52000 | 39 | Alvarado      | 53090 | 39   | DeSoto        | 55350 | 39 | DeSoto        | 57050 | 39   | Grandview     | 59110 | 39 | Richardson    | 61775 | 39 | Grandview     | 64160 |
| 39   | DeSoto        | 52000 | 40 | Granbury      | 52900 | 40   | Alvarado      | 54833 | 40 | Grandview     | 55820 | 40   | Venus         | 58988 | 40 | Grandview     | 61660 | 40 | Ponder        | 63400 |
| 41   | Glen Rose     | 51750 | 41 | Ponder        | 46700 | 41   | Grandview     | 51460 | 41 | Venus         | 54919 | 41   | DeSoto        | 58550 | 41 | DeSoto        | 61434 | 41 | Venus         | 63373 |
| 42   | Granbury      | 50200 | 42 | Venus         | 46684 | 42   | Venus         | 50688 | 42 | Ponder        | 54300 | 42   | Ponder        | 58300 | 42 | Ponder        | 60900 | 42 | Rio Vista     | 62330 |
| 43   | Ponder        | 44000 | 43 | Grandview     | 45710 | 43   | Godley        | 50600 | 43 | Rio Vista     | 54220 | 43   | Rio Vista     | 57330 | 43 | Rio Vista     | 59830 | 43 | Richardson    | 61775 |
| 44   | Venus         | 42500 | 44 | Godley        | 45586 | 44   | Ponder        | 50300 | 44 | Godley        | 53910 | 44   | Godley        | 56940 | 44 | Keene         | 59250 | 44 | Keene         | 61750 |
| 45   | Godley        | 42000 | 45 | Keene         | 45250 | 45   | Rio Vista     | 50100 | 45 | Keene         | 52750 | 45   | Keene         | 56500 | 45 | Godley        | 58570 | 45 | Tolar         | 60743 |
| 46   | Grandview     | 41590 | 46 | Rio Vista     | 43500 | 46   | Keene         | 49000 | 46 | Tolar         | 52264 | 46   | Tolar         | 55758 | 46 | Tolar         | 58478 | 46 | Godley        | 59575 |
| 47   | Rio Vista     | 40500 | 47 | Tolar         | 39500 | 47   | Tolar         | 47654 | 47 | Coppell       | **    | 47   | Coppell       | **    | 47 | Coppell       | **    | 47 | Coppell       | **    |
| 48   | Keene         | 40000 | 48 | Coppell       | **    | 48   | Coppell       | **    | 48 | Dallas        | **    | 48   | Dallas        | **    | 48 | Dallas        | **    | 48 | Dallas        | **    |
| 49   | Tolar         | 37000 | 49 | Plano         | **    | 49   | Plano         | **    | 49 | Plano         | **    | 49   | Plano         | **    | 49 | Plano         | **    | 49 | Plano         | **    |

### Why Does UEA Publish This Salary Comparison?

For the past 28 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

**Note: This comparison is for base salaries only. It does not include stipends of any kind.**

*\*\*Coppell ISD and Plano ISD pay teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.



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## Comparison of Teacher Salaries in the Dallas/Fort Worth Metroplex School Year 2021 - 2022 | MA / MS Degree

| YEAR | 0             | YEAR  | 5  | YEAR          | 10    | YEAR | 15            | YEAR  | 20 | YEAR          | 25    | YEAR | 30            |       |    |               |       |
|------|---------------|-------|----|---------------|-------|------|---------------|-------|----|---------------|-------|------|---------------|-------|----|---------------|-------|
| 1    | Everman       | 61008 | 1  | HEB           | 63299 | 1    | Irving        | 66188 | 1  | Arlington     | 67400 | 1    | Irving        | 72308 | 1  | Irving        | 76858 |
| 2    | HEB           | 60500 | 2  | Everman       | 62880 | 2    | HEB           | 65914 | 2  | Irving        | 67208 | 2    | HEB           | 72224 | 2  | HEB           | 76625 |
| 3    | Mansfield     | 60462 | 3  | Arlington     | 62400 | 3    | Everman       | 65064 | 3  | Everman       | 66832 | 3    | Irving        | 69358 | 3  | Arlington     | 71900 |
| 4    | Arlington     | 59900 | 4  | Mansfield     | 61993 | 4    | Arlington     | 64900 | 4  | HEB           | 66739 | 4    | Everman       | 69120 | 4  | Ft Worth      | 71407 |
| 5    | Aledo         | 59100 | 5  | Irving        | 61982 | 5    | Ft Worth      | 64022 | 5  | Ft Worth      | 66672 | 5    | Ft Worth      | 68985 | 5  | Everman       | 71200 |
| 6    | Ft Worth      | 59000 | 6  | Ft Worth      | 61957 | 6    | Mansfield     | 63725 | 6  | Grand Prairie | 65902 | 6    | McKinney      | 68200 | 6  | Frisco        | 69850 |
| 7    | Joshua        | 58959 | 7  | Dallas        | 61200 | 7    | Grand Prairie | 63635 | 7  | McKinney      | 65700 | 7    | Grand Prairie | 67906 | 7  | Alvarado      | 69836 |
| 8    | Castleberry   | 58900 | 8  | Crowley       | 61190 | 8    | Dallas        | 63400 | 8  | Frisco        | 65650 | 8    | Frisco        | 67850 | 8  | Grand Prairie | 69722 |
| 9    | CFB           | 58850 | 9  | Castleberry   | 61075 | 9    | McKinney      | 63200 | 9  | Mansfield     | 65330 | 9    | Keller        | 67030 | 9  | Mansfield     | 69660 |
| 10   | Crowley       | 58690 | 10 | McKinney      | 60800 | 10   | Castleberry   | 63169 | 10 | Keller        | 64991 | 10   | Kennedale     | 66781 | 10 | Kennedale     | 69059 |
| 11   | EMS           | 58620 | 11 | Aledo         | 60700 | 11   | Frisco        | 63000 | 11 | Kennedale     | 64730 | 11   | Mansfield     | 66760 | 11 | Crowley       | 68881 |
| 12   | Birdville     | 58500 | 12 | Frisco        | 60250 | 12   | Kennedale     | 62733 | 12 | Lewisville    | 64634 | 12   | Aledo         | 66400 | 12 | Keller        | 68736 |
| 12   | Lake Worth    | 58500 | 13 | Grand Prairie | 60109 | 13   | Crowley       | 62666 | 13 | Denton        | 64560 | 13   | Castleberry   | 66169 | 13 | EMS           | 68694 |
| 12   | Northwest     | 58500 | 14 | Lake Worth    | 60000 | 14   | Aledo         | 62600 | 14 | Aledo         | 64400 | 14   | Denton        | 66060 | 14 | Northwest     | 68350 |
| 15   | Burleson      | 58300 | 15 | Lewisville    | 59948 | 15   | Keller        | 62596 | 15 | Castleberry   | 64169 | 15   | Lewisville    | 65994 | 15 | McKinney      | 68200 |
| 15   | McKinney      | 58300 | 16 | Keller        | 59915 | 16   | Denton        | 62560 | 16 | Lake Worth    | 64150 | 16   | Crowley       | 65955 | 16 | Castleberry   | 68119 |
| 17   | Grand Prairie | 58250 | 17 | EMS           | 59900 | 17   | Lewisville    | 62484 | 17 | EMS           | 64000 | 17   | EMS           | 65880 | 17 | Birdville     | 68011 |
| 18   | Irving        | 58227 | 18 | Denton        | 59800 | 18   | Allen         | 62306 | 18 | Allen         | 63866 | 18   | Lake Worth    | 65750 | 18 | Aledo         | 67900 |
| 19   | Denton        | 58150 | 19 | CFB           | 59785 | 19   | Lake Worth    | 62150 | 19 | Crowley       | 63821 | 19   | Birdville     | 65511 | 19 | Burleson      | 67628 |
| 20   | Little Elm    | 58025 | 20 | Joshua        | 59759 | 20   | EMS           | 61900 | 20 | CFB           | 63525 | 20   | Little Elm    | 65471 | 20 | Denton        | 67560 |
| 21   | Plano         | 58000 | 21 | Allen         | 59752 | 21   | CFB           | 61655 | 21 | Birdville     | 63411 | 21   | Allen         | 65454 | 21 | Lewisville    | 67557 |
| 22   | Lewisville    | 57925 | 22 | Birdville     | 59606 | 22   | Birdville     | 61531 | 22 | Joshua        | 63085 | 22   | CFB           | 65395 | 22 | Little Elm    | 67428 |
| 23   | Keller        | 57800 | 23 | Northwest     | 59450 | 23   | Joshua        | 61485 | 23 | Garland       | 63034 | 23   | Burleson      | 65252 | 23 | Allen         | 67387 |
| 24   | Coppell       | 57700 | 24 | Garland       | 59421 | 24   | Garland       | 61358 | 24 | Little Elm    | 62948 | 24   | Alvarado      | 65168 | 24 | Lake Worth    | 67370 |
| 25   | Garland       | 57625 | 25 | Little Elm    | 59168 | 25   | Grapevine     | 61146 | 25 | Burleson      | 62714 | 25   | Garland       | 64728 | 25 | CFB           | 67265 |
| 26   | Frisco        | 57500 | 26 | Carroll       | 58805 | 26   | Burleson      | 61040 | 26 | Northwest     | 62700 | 26   | Northwest     | 64700 | 26 | White Sett    | 67250 |
| 27   | Allen         | 57100 | 27 | Burleson      | 58798 | 27   | Northwest     | 60950 | 27 | Grapevine     | 62676 | 27   | Grapevine     | 64646 | 27 | Carroll       | 66632 |
| 27   | Carroll       | 57100 | 28 | Grapevine     | 58520 | 28   | Little Elm    | 60733 | 28 | Carroll       | 62595 | 28   | Carroll       | 64606 | 28 | Cleburne      | 66597 |
| 29   | Kennedale     | 57000 | 29 | Kennedale     | 58500 | 29   | Carroll       | 60470 | 29 | Cleburne      | 61736 | 29   | Joshua        | 64473 | 29 | Garland       | 66229 |
| 30   | Grapevine     | 56600 | 30 | Cleburne      | 58436 | 30   | Weatherford   | 60009 | 30 | Weatherford   | 61409 | 30   | White Sett    | 64450 | 30 | Grapevine     | 66146 |
| 30   | White Sett    | 56600 | 31 | White Sett    | 57900 | 31   | Cleburne      | 59936 | 31 | Midlothian    | 61000 | 31   | Cleburne      | 63997 | 31 | Joshua        | 65976 |
| 32   | Cleburne      | 56500 | 32 | Azle          | 57228 | 32   | White Sett    | 59150 | 32 | White Sett    | 60700 | 32   | Weatherford   | 63249 | 32 | Azle          | 65715 |
| 32   | Dallas        | 56500 | 33 | Midlothian    | 57000 | 33   | Azle          | 59137 | 33 | Azle          | 60410 | 33   | Azle          | 63169 | 33 | Weatherford   | 65569 |
| 34   | Azle          | 55100 | 34 | Richardson    | 56375 | 34   | Granbury      | 59021 | 34 | Granbury      | 60346 | 34   | Midlothian    | 63000 | 34 | Midlothian    | 65410 |
| 35   | Richardson    | 55000 | 35 | Weatherford   | 56178 | 35   | Midlothian    | 59000 | 35 | Alvarado      | 59970 | 35   | Granbury      | 61620 | 35 | Granbury      | 65279 |
| 36   | Midlothian    | 54900 | 36 | Glen Rose     | 55150 | 36   | Richardson    | 57750 | 36 | Richardson    | 59125 | 36   | Glen Rose     | 61476 | 36 | Glen Rose     | 64863 |
| 37   | Duncanville   | 54000 | 37 | Granbury      | 55060 | 37   | Glen Rose     | 56900 | 37 | Glen Rose     | 58765 | 37   | Richardson    | 60500 | 37 | Venus         | 63061 |
| 38   | Weatherford   | 53900 | 38 | Duncanville   | 55000 | 38   | Duncanville   | 56500 | 38 | Duncanville   | 58100 | 38   | Duncanville   | 60200 | 38 | Duncanville   | 62800 |
| 39   | Alvarado      | 53000 | 39 | DeSoto        | 54550 | 39   | DeSoto        | 56350 | 39 | DeSoto        | 58050 | 39   | Grandview     | 60110 | 39 | Grandview     | 62660 |
| 39   | DeSoto        | 53000 | 40 | Alvarado      | 54090 | 40   | Alvarado      | 55833 | 40 | Grandview     | 56820 | 40   | Venus         | 59988 | 40 | DeSoto        | 62434 |
| 41   | Glen Rose     | 52750 | 41 | Venus         | 47684 | 41   | Grandview     | 52460 | 41 | Venus         | 55919 | 41   | DeSoto        | 59550 | 41 | Richardson    | 61775 |
| 42   | Granbury      | 52360 | 42 | Ponder        | 47200 | 42   | Venus         | 51688 | 42 | Rio Vista     | 55220 | 42   | Ponder        | 58800 | 42 | Ponder        | 61400 |
| 43   | Ponder        | 44500 | 43 | Grandview     | 46710 | 43   | Godley        | 51600 | 43 | Godley        | 54910 | 43   | Rio Vista     | 58330 | 43 | Rio Vista     | 60830 |
| 44   | Venus         | 43500 | 44 | Godley        | 46586 | 44   | Rio Vista     | 51100 | 44 | Ponder        | 54800 | 44   | Godley        | 57940 | 44 | Tolar         | 59678 |
| 45   | Godley        | 43000 | 45 | Keene         | 45250 | 45   | Ponder        | 50800 | 45 | Tolar         | 53464 | 45   | Tolar         | 56958 | 45 | Godley        | 59570 |
| 46   | Grandview     | 42590 | 46 | Rio Vista     | 44500 | 46   | Keene         | 49000 | 46 | Keene         | 52750 | 46   | Keene         | 56500 | 46 | Keene         | 59250 |
| 47   | Rio Vista     | 41500 | 47 | Tolar         | 40700 | 47   | Tolar         | 48854 | 47 | Coppell       | **    | 47   | Coppell       | **    | 47 | Coppell       | **    |
| 48   | Keene         | 40000 | 48 | Coppell       | **    | 48   | Coppell       | **    | 48 | Dallas        | **    | 48   | Dallas        | **    | 48 | Dallas        | **    |
| 49   | Tolar         | 38200 | 49 | Plano         | **    | 49   | Plano         | **    | 49 | Plano         | **    | 49   | Plano         | **    | 49 | Plano         | **    |

### Why Does UEA Publish This Salary Comparison?

For the past 28 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

**Note: This comparison is for base salaries only. It does not include stipends of any kind.**

*\*\*Coppell ISD and Plano ISD pay teachers on a salary range and Dallas ISD pays under a pay-for-performance scheme. Exact salaries cannot be determined.*



The United Educators Association is an independent association representing more than 26,000 North Texas public school employees. We work to improve salaries, benefits and working conditions for all public school employees.